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ABSTRACT

Eight-hundred sixty-five advertisements for academic librarian positions in the 1990 issues of "American Libraries" were examined to determine how many position advertisements were asking for advanced degrees in addition to the MLS. Data from the 231 advertisements asking for advanced degrees were compared with data from previous studies as well as with data from a questionnaire that was sent to libraries advertising positions requesting additional degrees. Of those positions desiring or requiring an additional degree, 55% were public service and mixed-duty positions, 17% technical service, 16% administrative, and 13% collection management. It was found that the number of advertisements asking for additional degrees has increased and 57.6% of librarians filling the positions do indeed have the requested degrees in hand at the time of hire. Most of those positions are subject-specialized or in subject-specialized libraries. Data on size and type of library, ARL (Association of Research Libraries) status of library, faculty status of librarians, and type and level of position were compared with educational requirements of positions, both as advertised and as filled. The questionnaire and cover letter sent to advertising libraries are appended. (Contains 14 references.) (Author/KRN)

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EDUCATIONAL REQUIREMENTS BEYOND THE MLS FOR ACADEMIC LIBRARIANS IN 1990

A Master's Research Paper submitted to the
Kent State University School of Library Science
in partial fulfillment of the requirements for the degree
Master of Library Science

by

Kathleen E. Aufderhaar

December 1991

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Master's Research Paper by

Kathleen E. Aufderhaar

B.S., Bowling Green State University, 1983

M.L.S., Kent State University, 1991

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Abstract

Eight-hundred sixty-five advertisements for academic librarian positions in the 1990 issues of American Libraries were examined to determine how many position advertisements are asking for advanced degrees in addition to the MLS. These data from the two-hundred thirty-one advertisements asking for advanced degrees were compared with data from previous studies as well as with data from a questionnaire that was sent to libraries advertising positions requesting additional degrees. It was found that the number of postions advertised asking for additional degrees has increased and 57.6% of librarians filling the positions do indeed have the requested degrees in hand at time of hire and that most of those positions are subject-specialized or in subject-specialized libraries. Data on size and type of library, ARL status of library, faculty status of librarians, and type and level of position were compared with educational requirements of positions, both as advertised and as filled.

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CHAPTER 1

INTRODUCTION

The minimum level of education for librarians, especially those in academic library settings, has often been a matter of debate. In 1959, according to Mary Baier Wells, only 26 percent of advertisements for professional library positions asked for the MLS, either from an accredited or non-accredited institution, and this figure rose steadily to the year 1979, in which 97.6% of the listings asked for the MLS.[1] As can be seen from the 1975 statement of the Association of College and Research Libraries Board of Directors naming the Master of Library Science as the basic educational requirement[2] and the many libraries requiring it for positions, it is now generally, albeit not universally, agreed that the minimum requirement for a position in an academic library is the Master of Library Science degree from an institution accredited by the American Library Association.

However, there also has been a rise in the number of academic librarians holding additional advanced degrees and a rise in the number of academic libraries advertising educational requirements beyond the accredited masters degree in Library Science. Wells also found an increase in

the number of advertisements listing a subject master's degree as desired, preferred or required, increasing from .5% in 1959 to 27.6% in 1979.[3] John N. and Jane Kinch Olsgaard also found an increase from 1970 to 1976, with 34.9% of university library and 31.6% of college library advertisements listing degree requirements in addition to the MLS in 1975-76.[4]

Individuals who are considering a career in librarianship must understand the requirements of the field and make decisions related to the educational requirements of the required graduate program. Others already in the profession are trying to define the needed level of educational preparation in this dynamic, constantly evolving, field. Information that would serve as a framework for these individuals, as well as those who are seeking positions or determining the educational qualifications needed for positions being filled in their libraries, is required.

The advertisements for positions indicate the desires of the employing libraries as to the educational background of their librarians, but they do not show how many libraries are able to meet those desires with the candidate that they hire to fill the positions.

Purpose of the Study

The purpose of this study is to determine what educational qualifications the successful candidates hired for positions advertised in 1990 have. It also attempts to determine how many libraries are getting what they require in 1990 advertisements with respect to degree qualifications as compared to the actual qualifications of librarians they hired. Variables such as the size of the library, whether it is in a university or college, whether it is a member of the Association of Research Libraries, and whether the librarians have faculty status are examined to determine their relationship to job qualifications of librarians hired.

Definition of Terms

Academic libraries

- libraries in institutions of higher learning such as universities, colleges, community colleges, seminaries, etc., both public and private

Advertisements

- detailed advertisements in which the job qualifications, requirements, skills, educational level, etc. are described in some detail and that appear in a special classified section for that purpose

Advanced degrees

- academic degrees granted at the masters and doctoral levels

Subject-specialized positions

- positions in which the librarian works mainly with a particular subject or type of material, for example, Science Librarian, Rare Books Cataloger, Humanities Bibliographer

Subject-specialized libraries

- libraries which focus on a limited number of subjects, such as a college of law library or a branch library which is part of a larger, general library

Hypotheses

The first hypothesis is that there was an increase in 1990 in the percentage of academic library positions that are advertised with educational qualifications in addition to the MLS, consisting of master's degrees in another subject field and/or doctoral degrees, over the percentages found by other researchers in the years from 1959 to 1984. A second hypothesis is that less than 100% of the persons hired for the advertised the positions have met or exceeded the educational requirements listed in the advertisement. The educational requirements in the advertisements are measured as in the first hypothesis, above, and the

educational qualifications of the persons filling the positions will be measured using a questionnaire sent to directors of libraries in a sample from those advertising in 1990 asking which degrees and in what fields the successful candidate had in hand at the time of hire. Other research questions studied are as follows:

1. How many persons hired into entry-level jobs advertised in 1990 have advanced degrees other than the MLS?
2. What percentage of public service, administrative positions, and mixed-duty positions have had advertised additional degrees to the MLS as either desired/preferred or required as compared to technical service positions?
3. What percentage of subject-specialized positions and positions in subject-specialized libraries have been advertised and have been filled with additional degrees to the MLS as compared to general positions?
4. Do libraries with ARL status hire a higher percentage of librarians holding additional degrees to the MLS than libraries without ARL status?

5. Do university libraries advertise for and hire a higher percentage of persons holding additional degrees to the MLS than college libraries?
6. Do larger libraries (those holding 1,000,000 volumes or more) more often advertise and fill positions with persons holding degrees additional to the MLS than smaller libraries?
7. Do libraries with faculty status for librarians ask for and hire more librarians with degrees additional to the MLS than libraries without faculty status for librarians?

Limitations of the Study

Limitations of the study include the fact that the sample only includes those libraries having positions open in 1990 and choosing to advertise them in American Libraries. Findings reflect the advertisements in one professional journal, for positions academic libraries in the United States only, and for one particular year and therefore are not generalizable to all library positions in all libraries.

CHAPTER 2

LITERATURE REVIEW

Several studies have been done to determine educational requirements for academic librarians. Mary Baier Wells, in a study published in 1982, looked at job advertisements for academic libraries in Library Journal, ALA Bulletin/American Libraries and College and Research Libraries/College and Research Libraries News for five different years spanning the period 1959 through 1979.[5] Her analysis of 1,254 advertisements for positions other than administrative or purely technical ones revealed that, in 1959, only 26% of library job advertisements asked for the MLS, either accredited or non-accredited, and this figure rose steadily to the year 1979, in which 97.6% of the listings asked for the MLS. An increase was also noted in the number of advertisements listing a subject master's degree as desired, preferred, or required. In 1959 the figure was only .5%, while in 1979 that figure had risen to 27.6%.[6]

John N. Olsgaard and Jane Kinch Olsgaard likewise studied 5,269 job advertisements contained in Library Journal and College & Research Libraries News for the years 1970 through 1979.[7] It was found that the advertisements for non-director positions in university libraries listing

degrees beyond the MLS as preferred or required increased from 1970 to 1976, with 34.9% for 1975-76, and declined slightly thereafter, with 32.5% in the period 1977-79. Positions in college libraries followed the same pattern, with 31.6% in 1975-76 and 24.1% in 1977-79.[8]

In a study of the job market for librarians in the state of Ohio in the years 1976 to 1980, Mary T. Kim examined advertisements in Library Journal, American Libraries, College & Research Libraries News, and Ohio Library Opportunities. She found that 32% of the advertisements for positions in academic libraries listed a second master's degree in addition to the MLS as required or desirable.[9]

As evidence that more academic librarians are obtaining degrees beyond the MLS, either before or after beginning their library career, Robert D. Swisher, Peggy C. Smith, and Calvin J. Boyer studied educational change among librarians employed by academic libraries belonging to ACRL between 1973 and 1978.[10] The number of librarians either holding or pursuing a second master's degree constituted 19.3% of the 259 librarians returning the sample in 1973, while that figure was 37.6% of the 357 responses in 1978. Figures for those holding or pursuing doctoral degrees also increased, from 6.9% in 1973 to 16.2% in 1978.[11]

A 1979 study by Sheila Creth and Faith Harders used a different method to determine educational requirements for

academic library positions. While the sample was small, it did show that there was indeed consideration made of education beyond the MLS in reviewing applications. Thirty members of the ACRL Discussion Group of Personnel Officers responded to a survey, indicating that the second master's was most often required for specific positions such as subject specialists or branch librarians. Possession of the second masters was seen as strengthening the application and was used as a screening device when applications were reviewed for all types of positions.[12]

Similar methodology was used in a 1978 study by Lawrence Auld, Kathleen M. Heim, and Jerome Miller, in which a survey of library directors indicated that the majority would give preference to candidates with a second master's degree for entry-level positions.[13]

In advertisements for eighty-two middle-management positions in academic libraries analyzed in 1975 by Martha J. Bailey 36.6% of positions listed second master's degree as a qualification, and 4.9% listed the Ph.D.[14]

Joseph A. Jackson and R. Wilburn Clouse studied 527 advertisements for academic librarians in issues of The Chronicle of Higher Education for July 1983 through June 1984. "Desired" and "preferred" educational qualifications were not tabulated, but 17.5% of the position advertisements listed a second master's degree as required, and 9.2% listed the doctorate as required.[15]

Another examination of job advertisements was completed by Joyce C. Wright.. She examined 4,516 advertisements in American Libraries, College & Research Libraries, and Library Journal for both administrative and non-administrative positions in academic libraries in the years 1980 through 1984. In addition to the accredited master's degree, sixteen percent of the advertisements listed that a subject master's was preferred.[16]

Edward G. Holley, in his 1985 article "Defining the Academic Librarian," noted these increases in requirements and predicted that this trend would continue.[17] There is still no agreement on the issue of whether librarians need or should have advanced subject degrees along with their Master of Library Science. Regardless of how these degrees do or do not contribute to the librarian's ability to perform his or her duties, the fact remains that librarians working in the academic environment may feel that they are necessary. In the words of Jean-Pierre V. M. Herubel, "a librarian does not need a subject master's, much less a doctorate, in order to make a major contribution to an academic community, but lack of academic credentials may make it very hard to be perceived as making a significant contribution and impossible to be perceived as an equal partner in the educational enterprise."[18]

CHAPTER 3

METHODOLOGY

A two-part study was conducted in order to determine what the educational requirements for academic librarians are today, in terms of additional degrees. The first part is a descriptive analysis of data gathered from position advertisements in the "Academic Library" and "Late Job Notices" sections in the 1990 issues of American Libraries. The second part attempts to correlate to what extent the qualifications of librarians actually hired matched those requested in the job advertisements.

Part One

For the first part of the study, the researcher photocopied the "Positions Open--Academic Library" section, including boxed display advertisements and the "late Job Notices" section in the eleven 1990 issues of American Libraries. This periodical was chosen for analysis because it is a widely-used vehicle for advertising academic library jobs and because it has been a consistent choice of earlier researchers analyzing the same data as the proposed study. Comparisons over time and integration of the proposed study's results could be more easily accomplished. Duplicates were eliminated, and only full-time, permanent

positions in the United States were included in the study. Each one was given an identification number and a record was made on computer as to the value of each variable assigned to each particular position.

The data collected from the advertisements consisted of educational requirement additional to MLS (master's desired, preferred, or required and doctorate desired, preferred, or required), job type (public service, technical service, administrative, collection management or mixed; subject-specialized or general), job level (entry, some experience required, middle management or top management) and library type (university or college; subject-specialized/branch or general/main).

Part Two

For the second part of the study, all libraries that specified requirements in addition to the MLS in their advertisements were sent a questionnaire to follow up the qualifications of the person hired as compared to those requested in the job advertisement. The requirement or desire for an additional degree had to be explicitly stated in the advertisement for that position to be included. Phrases such as "graduate level knowledge" or "advanced study" did not qualify. The survey instrument was designed by the researcher, and, to assure face validity of the questionnaire, was pretested by two professional librarians who were asked to examine it and evaluate it for clarity and

format. The questionnaire (Appendix A), along with a cover letter explaining its purpose (Appendix B), and a copy of the advertisement was sent to the personnel officer at each of the libraries. In order to reduce non-response rate the questionnaire was a short, easy-to-complete, stamped, self-mailer. The identification code for the particular advertisement was included on the questionnaire to aid in compilation and correlation of the data.

Because variables such as ARL status, faculty status for librarians, subject-specialty of job, or requirements for tenure or promotion may be factors in how many and which libraries ask for educational requirements beyond the MLS, they were built into the study to be included in the data analysis. Data collected by questionnaire included degrees other than the MLS held by the successful candidate at the time of hire (master's and subject field, doctorate and subject field), job level (entry, some experience needed, middle management, or top management), faculty status for librarians (yes or no), additional degree(s) required for promotion (yes or no), additional degrees required for tenure (yes or no).

In the analysis of data the American Library Directory 1991-92 was the source for determining library size (number of volumes).

CHAPTER 4

RESULTS

Data Analysis - Part One

Of the 865 advertisements in American Libraries for professional librarian positions in academic libraries in 1990, 143 (16.5%) listed a master or doctoral degree in addition to the MLS as being desired or preferred and 32 (3.7%) as required. Seven (.8%) listed an additional advanced degree (master's or doctoral not specified) as required and 65 (7.5%) listed an additional advanced degree as being desired or preferred. A total of 231, or 26.7% of the 865 positions advertised in American Libraries in 1990 listed requirements or preferences for some kind of advanced degree in addition to the MLS (see table 1). As hypothesized, the trend of increased numbers of academic library positions that are advertised with educational qualifications in addition to the MLS, consisting of master's degrees in another subject field and/or doctoral degrees is continuing. The 26.7% found in the current study supports Mary Baier Wells' 1979 study (27.6%)[19] and shows a significant increase as compared to Joyce C. Wright's results for the years 1980-1984 (15.9%).[20] John N. and Jane

Kinch Olsgaard's study of the years 1975-76 and 1977-79 showed 34.9% and 32.5% for university libraries, while the current study showed 58.2%. The figures for college libraries show an even greater increase from the Olsgaards' study at 31.6% in 1975-76 and 24.1% in 1977-79 to the current study at 55.2%.[21]

Table 1.--Types of Additional Educational Qualifications Preferred/Required

Qualification (n=231)	Preferred/Desired f	Preferred/Desired %	Required f	Required %
2d Master's	114	49.4	28	12.1
Doctorate	29	12.6	4	1.7
Undesignated Advanced Degree	65	28.1	7	3.0

Of those positions advertised as desiring/preferring or requiring additional degrees to the MLS, a higher percentage were public service and mixed-duty positions than technical services positions. Technical services positions comprised 16.9%, while public services made up 36.4% and mixed-duty positions comprised 18.6% of the sample. Administrative positions (directors, deans, assistant directors) were similar, at 15.6%, and collection management positions were lower, at 12.6%. This number of collection management

positions reflects only those consisting of strictly collection management duties. Many public services positions include collection management duties but were included in the public services positions tally because the main focus of the position was public services. This is not surprising, as there are more public services and mixed-duty positions than technical services, collection management and administrative positions in libraries.

Subject-specialized positions and positions in subject-specialized libraries, as predicted, were more often advertised as needing additional advanced degrees than general positions and positions in general libraries. Two hundred and sixty-six (30.8%) of the academic positions advertised in American Libraries in 1990 were subject-specialized. Ninety (33.8%) of these advertisements contained educational requirements beyond the MLS. Positions of a general nature comprised 599 (69.2%) of the advertisements. One hundred and forty-one (23.5%) of these contained educational requirements beyond the MLS. There were 64 (7.4%) positions advertised in subject-specialized libraries in 1990 in American Libraries. Seventeen (26.6%) of those advertisements contained educational requirements beyond the MLS. Of the 801 (92.6%) advertisements for positions in general, multi-subject libraries, 134 (16.7%) contained educational requirements beyond the MLS.

Characteristics of the 231 positions and the libraries

that advertised them are presented in Table 2.

Data Analysis - Part Two

Of the 231 questionnaires sent out, 175 were returned, for a response rate of 75.8%. Of those returned, 24 indicated that the advertised position had not yet been filled or that the search had been cancelled, leaving 151 usable questionnaires (65.4%).

As hypothesized, a slightly higher percentage of the subject-specialized positions were filled with librarians holding advanced degrees in addition to the MLS. The subject-specialized positions were filled in 61.1% of the cases and general positions filled 55.7% of the time with holders of additional advanced degrees. Also as hypothesized, a higher percentage of the positions in subject-specialized libraries than in general, multi-subject libraries. Subject-specialized libraries filled positions with holders of additional advanced degrees 70.6% of the time, while for positions in general libraries the figure was 56.0%. The subject of the degree held matched exactly the subject-specialization listed of the job 90.9% of the time. The subject of the degree held matched the subject-specialization of the library 66.7% of the time.

Fewer librarians filling entry-level jobs than librarians who are qualified for jobs beyond the entry level have subject master's or doctoral degrees in addition to the

Table 2.--Factors that Affect Additional Degree Requirement.

Variable (n=231)	f	%
Type of Position (Department)		
Technical Services	39	16.9
Public Services	84	36.4
Mixed-Duty	43	18.6
Administrative	36	15.6
Collection Management	29	12.5
Type of Position (Specialization)		
Subject-specialized	90	39.0
General/Multi-subject	141	61.0
Type of Library (Specialization)		
Subject-specialized	29	12.6
General/Multi-subject	202	87.4
ARL Status		
Member	111	48.0
Non-member	120	52.0
Position Level		
Entry level	39	16.9
Some experience required	95	41.1
Middle management (dept. heads)	58	25.1
Top management (Dir./Dean, Assoc./Asst. Dir.)	39	16.9
Type of Institution		
University	193	83.5
College	38	16.5
Size of Library		
Up to 499,999 vols.	83	35.9
500,000 to 999,999 vols.	43	18.6
1,000,000+ vols.	105	45.5

MLS. Of the 25 positions characterized as entry-level by the survey respondents, 11 (44.0%) were filled with librarians holding advanced degrees other than the MLS. Of the 120 positions characterized as "some experience needed," "middle management," or "top management," 72 (60.0%) were filled with holders of additional advanced degrees.

Positions in libraries that are members of the Association of Research Libraries were filled with holders of additional advanced degrees to the MLS more often than positions in libraries that are not members of ARL. Of the 231 positions advertised with educational requirements beyond the MLS, 111 (48.0%) were in libraries that are members of the ARL. Those libraries hired candidates with an additional advanced degree in hand 63.9% of the time, while the 120 positions (52.0%) in libraries without ARL status were filled with librarians holding additional degrees 40.0% of the time.

University, as opposed to college, library hiring patterns appear to be virtually the same. University libraries comprised 83.5% of the libraries advertising additional educational requirements to the MLS, while college libraries comprised 16.5%. The university libraries hired librarians with advanced degrees 58.2% of the time, as opposed to 55.2 % of the time for college libraries.

Size of the library does indicate a difference. Larger libraries more often advertised and filled positions with

persons holding advanced degrees additional to the MLS than did medium and small libraries. Large libraries, those with holdings of 1,000,000 volumes or more comprised 45.5% of the advertisements, while medium-sized libraries, with holdings of 500,000 to 999,000 volumes, made up 18.6%, and small-sized libraries, with holdings of less than 500,000 volumes, made up 35.9%. The large libraries filled positions with librarians holding additional degrees 70.0% of the time, as opposed to medium-sized libraries at 59.4% of the time and small-sized libraries at 45.9% of the time.

Libraries listing themselves on the questionnaire as having faculty status for librarians hired only slightly more librarians with degrees additional to the MLS than did libraries without faculty status for librarians. Of the 151 advertisements including additional education requirements, 74.2% were from libraries with faculty status for librarians. These libraries filled their positions with librarians holding additional degrees 58.0% of the time, while the 25.9% of libraries without faculty status for librarians filled their positions with librarians holding additional degrees 56.4% of the time.

The fact that additional degrees to the MLS are required for promotion does not appear to be a factor when compared with numbers of candidates hired with the degrees. Those libraries requiring additional degrees for promotion hired candidates holding additional degrees 57.5% of the

time, while the rate for those libraries not requiring the degrees for promotion was virtually the same, at 57.7%.

The requirement of additional degrees in order for the librarian to get tenure at the institution did show a slight difference in candidates hired with degree in hand. Those libraries requiring the degrees for tenure hired additional degree holders 63.4% of the time, while those libraries not requiring additional degrees for tenure hired degree holders 55.5% of the time (see table 3).

Table 3.--Profile of Positions Described in Follow-Up Questionnaire.

Variable (n=151)	f	%
Faculty Status		
Yes	112	74.2
No	39	25.8
Degree Required for Promotion		
Yes	40	26.5
No or Not Applicable	111	73.5
Degree Required for Tenure		
Yes	41	27.2
No or Not Applicable	110	72.8

Less than 100% of the persons hired for the advertised positions met or exceeded the educational requirements

listed in the advertisement. In this sample case, 88 (58.3%) of the successful candidates had the degree in hand at time of hire (see table 4).

Table 4.--Comparison of Advertised Qualifications to Hirees' Qualifications

Qualification	Advertised (n=231) f	%	Hiree (n=151) f	%
2d Master's Preferred/ Desired	114	49.4	35	23.2
2d Master's Required	28	12.1	9	6.0
Doctorate Preferred/ Desired	29	12.6	13	8.6
Doctorate Required	4	1.7	2	1.3
Undesignated Advanced Degree Preferred/Desired	65	28.1	20	13.2
Undesignated Advanced Degree Required	7	3.0	6	4.0
Any of the Above	231	100.0	88	58.3

CHAPTER 5

CONCLUSIONS

As hypothesized, the trend of academic libraries more and more often including educational requirements consisting of additional advanced degrees to the Master of Library Science in advertisements for professional librarian positions continued in 1990. More of the positions that are subject-specialized or that are in subject-specialized libraries include these kinds of requirements than general positions and positions in general, non-specialized libraries.

Academic libraries fill their positions with librarians possessing the advertised educational qualifications only slightly over one-half of the time. Those libraries that are subject-specialized, and those libraries filling subject-specialized positions more often hire candidates with additional advanced degrees than general libraries and libraries filling general positions do.

Fewer entry-level positions than those requiring some experience and those characterized as middle or top management are filled with librarians holding additional advanced degrees to MLS. Even so, almost half (44%) of the entry-level positions in this study were filled with

librarians with additional degrees. This perhaps reflects that people are entering the field of librarianship as a second career, or that people are aware that academic libraries are demanding more than the MLS and are preparing for the job market by obtaining additional degrees.

Libraries that are part of a university or part of a college hire additional degree holders at the same rate. This is true also for libraries that require additional degrees for promotion and those that do not. Those that require additional degrees for tenure hire holders of those degrees slightly more often than libraries that have no such requirement or have no tenure system. Faculty status for librarians also correlates with a slightly higher rate of hiring librarians with additional degrees than in those libraries which do not have faculty status for librarians.

Larger libraries, those holding one million volumes or more, fill their positions with librarians holding subject masters or doctoral degrees more often than smaller libraries. This also holds true for libraries that are members of the Association of Research Libraries as opposed to those that are not members. These two factors are difficult to separate, however, because 88.6% of the advertised positions from larger libraries also were found to be in libraries holding ARL status.

As academic librarians struggle to attain comparable status to teaching faculty, they find that they might gain

more respect from those faculty if they have what are known as subject degrees. Academic libraries often look to the ARL member libraries as the example of what should be in done. If this happens with hiring practices, the minimum educational requirement for entry into the field of academic librarianship will not only be the Master of Library Science degree, but more. Librarians who wish a career in the academic arena should be aware that additional educational requirements are an increasing trend, at least for certain types of libraries and certain types of positions, and that this may affect their ability to acquire particular positions in academic libraries. Administrators in academic libraries need to consider carefully if following the trend will net them better librarians or if it will eliminate the chance for capable librarians who do not have the additional degrees to enter or contribute to the field of academic librarianship.

Please fold, staple or tape, and return by **JUNE 14, 1991**.

1. Did the successful candidate have in hand at time of hire

   Master's degree(s) other than the MLS?

   _____ Yes _____ No

   If Yes, in what field(s)?

   _____

   Doctoral degree(s)?

   _____ Yes _____ No

   If Yes, in what field(s)?

   _____

2. How would you characterize the advertised position?

   _____ Entry level, no experience

   _____ Some previous experience needed

   _____ Middle management

   _____ Top management

3. Do librarians at your institution have faculty status?

   _____ Yes _____ No

4. Is an advanced degree in addition to the MLS required for promotion?

   _____ Yes _____ No

5. Is an advanced degree in addition to the MLS required for tenure?

   _____ Yes _____ No

Your cooperation in completing this survey is greatly appreciated. Thank you.

- -

Kathleen Aufderhaar
151 Baldwin Avenue
Bowling Green, OH 43402

- -

May 31, 1991

Dear Sir or Madam:

As a student of library science at Kent State University, I am researching the educational requirements for academic librarians in the United States. Your library is one of a group of libraries which, in advertisements in American Libraries for positions open in 1990, asked for an additional advanced degree along with the accredited Master of Library Science as a qualification for employment.

In following up on actual educational qualifications of candidates hired in comparison to advertised preferred or required qualifications, I hope to provide a clearer picture of the real educational requirements for positions in academic libraries, which will be useful to those seeking positions, as well as those seeking to fill them. With this objective in mind I ask if you would please take a few moments to fill out the enclosed questionnaire(s). I have enclosed a copy of the advertisement(s) placed by your library to which you may want to refer. Please complete a separate questionnaire for each position.

Be assured that the data you provide will in no way be connected with your particular institution in the final results, and there is no need to reveal the name of the person(s) hired for the position(s) under discussion. If you do not feel that you are the proper person to respond to this request, please pass this along to the appropriate person. Please return the completed questionnaire(s) by June 14, 1991. If you have any questions about the questionnaire or the research, please call me at (419) 372-2106 Daytime or (419) 352-4778 Evening/Weekend.

Thank you very much for your time and cooperation in filling out this questionnaire and helping me to complete my research project.

Sincerely,

Kathleen E. Aufderhaar

Enc.

NOTES

1. Mary Baier Wells, "Requirements and Benefits for Academic Librarians: 1959-1979," College & Research Libraries 13 (November 1982): 453.

2. John N. Olsgaard and Jane Kinch Olsgaard, "Post-MLS Educational Requirements for Academic Librarians," College & Research Libraries 42 (May 1981): 224.

3. Wells, 453.

4. Olsgaard, 225.

5. Wells, 450-58.

6. Ibid, 453.

7. Olsgaard, 224-28.

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